

# Missouri Job Development Fund

## *Annual Report*



**Customized Training Assistance  
to Train Workers in Newly Created  
and Retained Jobs**



## *Executive Summary*

**The Missouri Job Development Fund is the Department of Economic Development's funding source for the Missouri Customized Training Program, which provides assistance to eligible businesses to train workers.**

The Missouri Job Development Fund assists businesses by providing funding to raise and maintain the skill level of Missouri's workers. The global economy, rapidly changing technology, and expectations of quality have converged to create a competitive environment requiring specialized training for Missouri's workforce.

Missouri is committed to meeting the training challenges faced by employers. The Missouri Job Development Fund is an essential tool in assisting with the specialized training needed for businesses to be successful and competitive.

The Department of Economic Development (DED), via the Division of Workforce Development, and the Department of Elementary and Secondary Education (DESE), via the Division of Career Education, cooperatively administer the Missouri Customized Training Program. Both agencies utilize their respective funds to maximize the State's available training resources. This report reflects the customized training assistance funded directly by DED/DWD.

# *The Missouri Job Development Fund*



*"The specific equipment training we received has given us the ability to accurately locate trouble areas before they cause unscheduled downtime or more severe damage. The training has also added a great tool for our reliability centered maintenance program. We have already applied the new processes to prevent situations which might otherwise have resulted in production downtime or lost revenue."*

Thomas French, CMRP, Reliability Process Leader, Mississippi Lime

## *The Missouri Job Development Fund*

The Missouri Job Development Fund is the funding source for the DED's portion of the Customized Training Program, which is administered at the state level by the **Division of Workforce Development (DWD)**.

As a part of economic development, the program's focus is job creation and retention. Factors such as capital investment and high wages, which support family-sustaining jobs, are key to qualifying for assistance. The funding also targets the Department's growth industry sectors including automotive, agribusiness, and homeland security/defense.

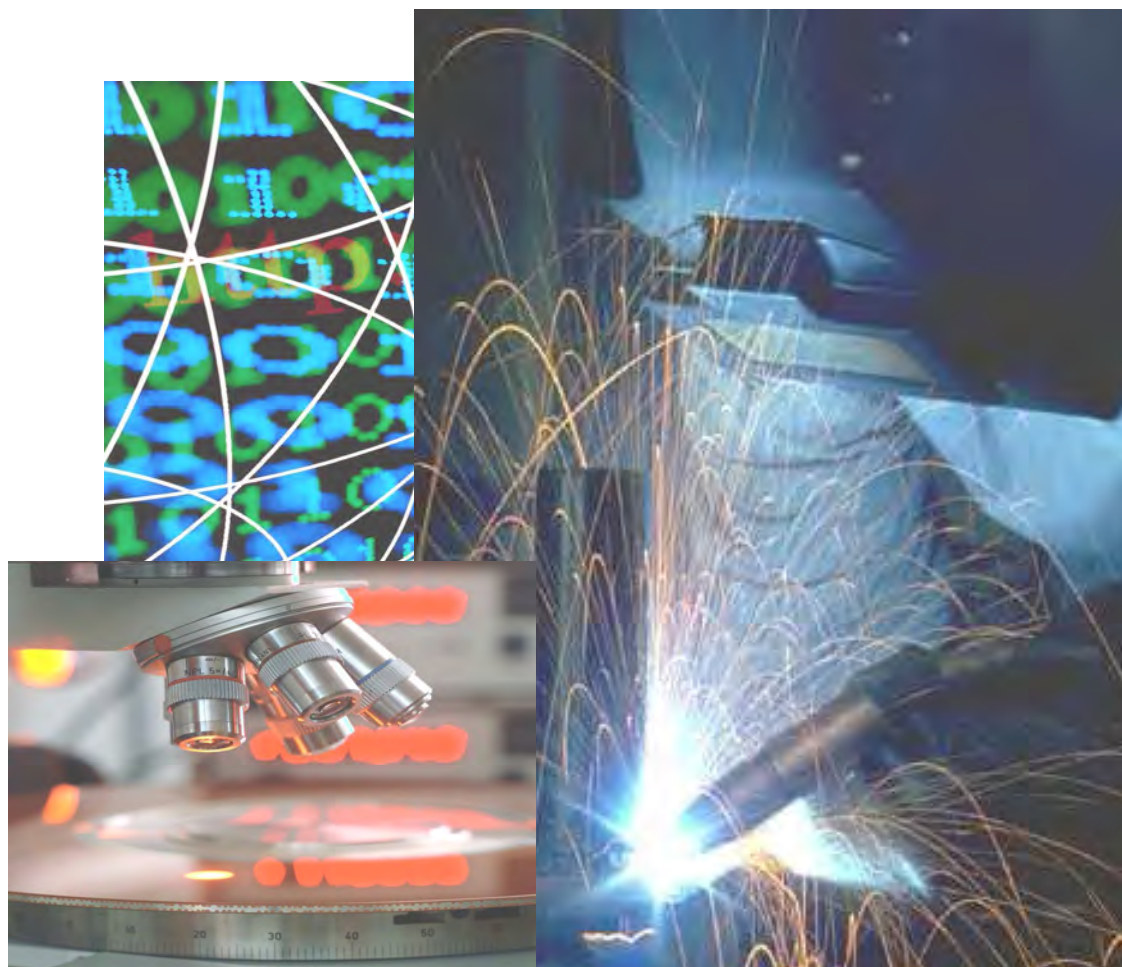
In Fiscal Year 2008, **230 companies** and **5 training consortiums** were approved for funding assistance to train **1,123 workers in new jobs** and retrain **30,173 current workers** at **an average wage of \$19.53**. Additionally, Missouri companies receiving customized training assistance in Fiscal Year 2008 reported **\$1,678,432,321 in capital investment** at their facilities.

Since the programs inception in 1987, the Missouri Job Development Fund has assisted **3,725** Missouri companies to train **424,115** Missouri workers.





# Eligibility



*Additional criteria such as type of industry, occupation, wage rate, and economic impact on a community also determine a company's eligibility. Funds are approved for individual projects or a consortium of companies.*

## Eligibility

Companies located in Missouri that employ Missouri residents as full-time company employees may qualify if they are:

1. **Creating New Jobs:** A company may be eligible as new or expanding if it is increasing its employment level above the peak workforce number of the past year.
2. **Making Capital Investment:** A company may be eligible to retrain existing workers if the training is a result of a recent substantial capital investment. Industries should be a traded company, whose primary business is providing goods and services outside the region.



# *Training*



*Classroom Skill Training is available for eligible companies training new or existing workers.*



## Training

The Missouri Job Development Fund, via the **Missouri Customized Training Program**, is designed to assist eligible companies with training designed to meet their specific needs as they look to increase productivity, increase quality, introduce new technology, or add new product.

Types of training range from technical and quality to “soft” areas such as leadership and team-building, which may be needed to meet that company’s specific skill gaps. Assistance is available for a variety of training costs, including instructional salaries, curriculum development, and training materials.

The “classroom” may consist of traditional tables and chairs, a production setting, or any other training location conducive to accomplishing the training. Local Educational Agencies (LEAs), such as area career schools or community colleges can help companies evaluate their particular training needs.

Companies can choose from a variety of providers to best meet their training needs. Many of Missouri’s LEAs have developed specialized resources for providing instruction, curriculum development, or training materials to businesses. In other instances, the individual company or a private vendor may be the best match for meeting training goals.



## How it works



*Economic impact of Missouri Customized Training Program assistance funded through the Missouri Job Development Fund (MJDF):*

*Training assistance for Missouri businesses helps ensure their continued capital investment, as well as increased productivity and resulting profits. Communities benefit from job creation, retained jobs, increased wages, increased property investment, retail sales, and tax revenue.*

*In Fiscal Year 2008, for every one MJDF training dollar spent, approximately \$9.61 in net revenue was generated\* for the state of Missouri.*

\*According to figures from a 5-year benefit-cost impact FY'07 program analysis prepared by the Missouri Economic Research and Information Center.

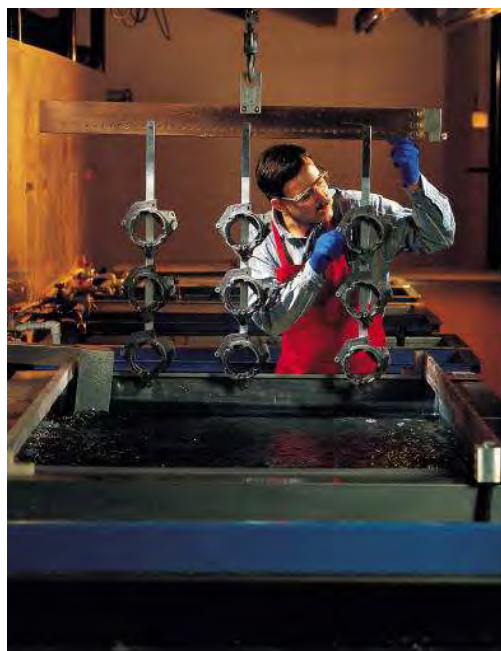
## *How it works*

The Missouri Customized Training Program has become increasingly popular with Missouri companies. This popularity is due, in part, to the relationships which develop between companies, LEAs, DWD, and DESE's Division of Career Education.

LEAs act as the local service provider for this program. (See Pages 14-16). They assist companies in completing the application for training projects. When complete, the LEA submits the training request to the DWD and the Division of Career Education for funding review.

Upon receipt, DWD program staff review the application and proposal for company eligibility and allowable training activities.

The program is discretionary, with eligibility and approvals made based on a combination of factors including, but not limited to: capital investment, high wages, job creation, targeted industries, interstate commerce, expansion of product lines or new processes, community impact and the type of training requested.



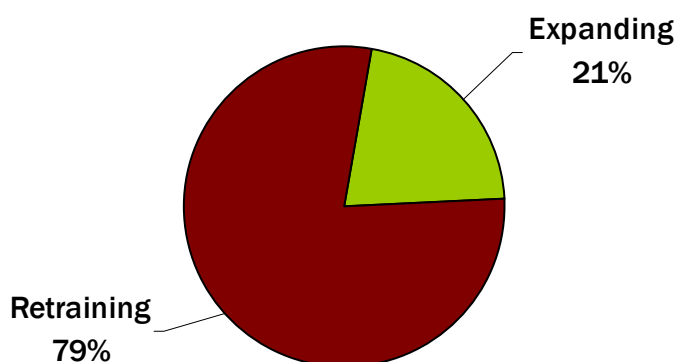
# Statistics

<b>Fiscal Year 2008</b>	Missouri Job Development Fund Appropriation	\$11 Million
	Number of training projects reviewed	418
	Number of companies funded through MJDF	230
	Number of consortiums funded through MJDF	5
	Average amount funded through MJDF by project	\$44,681
	Number of participating trainees	31,926
	Average statewide trainee wage	\$19.53

<b>Fiscal Year 2007</b>	Missouri Job Development Fund Appropriation	\$7.5 Million
	Number of training projects reviewed	372
	Number of companies funded through MJDF	194
	Number of consortiums funded through MJDF	8
	Average amount funded through MJDF by project	\$37,128
	Number of participating trainees	28,246
	Average statewide trainee wage	\$18.09

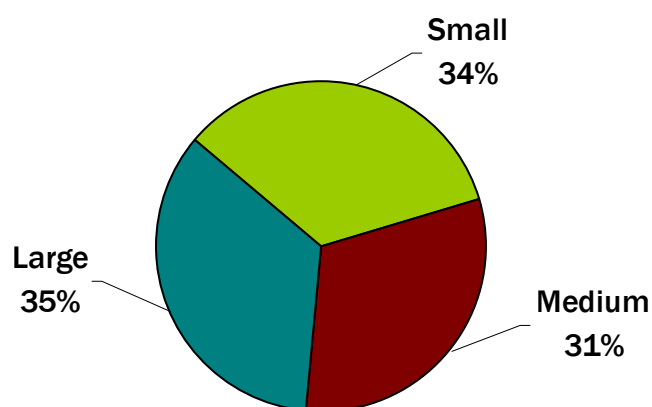
<b>Fiscal Year 2006</b>	Missouri Job Development Fund Appropriation	\$7.5 Million
	Number of training projects reviewed	341
	Number of companies funded through MJDF	188
	Number of consortiums funded through MJDF	4
	Average amount funded through MJDF by project	\$39,893
	Number of participating trainees	19,066
	Average statewide trainee wage	\$18.99

# Fiscal Year 2008 Statistics



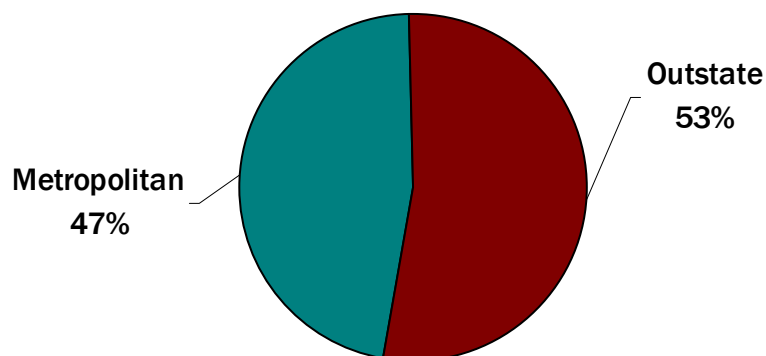
*Number of Companies  
Funded By Type*

Retraining	181
Expanding	49
New	0
<b>TOTAL</b>	<b>230</b>



*Number of Companies  
Funded By Size*

Small (under 100)	79
Medium (100-499)	71
Large (500+)	80
<b>TOTAL</b>	<b>230</b>



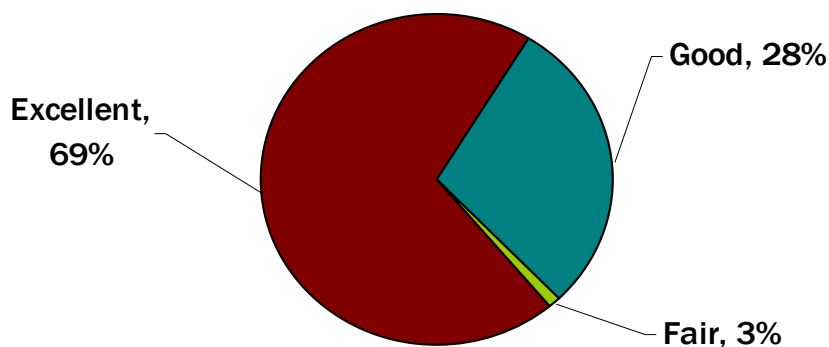
*Number of Companies  
Funded By Location*

<b>Metropolitan</b> (Kansas City, St. Louis, St. Charles, and Jefferson and Franklin counties)	<b>95</b>
Outstate	135
<b>TOTAL</b>	<b>230</b>

## Customer Satisfaction

DWD is committed to customer satisfaction. Our program strives to be responsive to customer input. Companies are surveyed on an annual basis to learn what is working, as well as areas which may need improvement. Our surveys have consistently shown a high level of customer satisfaction. They also serve as a source of information regarding company training needs and priorities.

**Fiscal Year 2008 Overall Program Satisfaction**



### Top Training Needs As Reported In Fiscal Year 2008 Survey

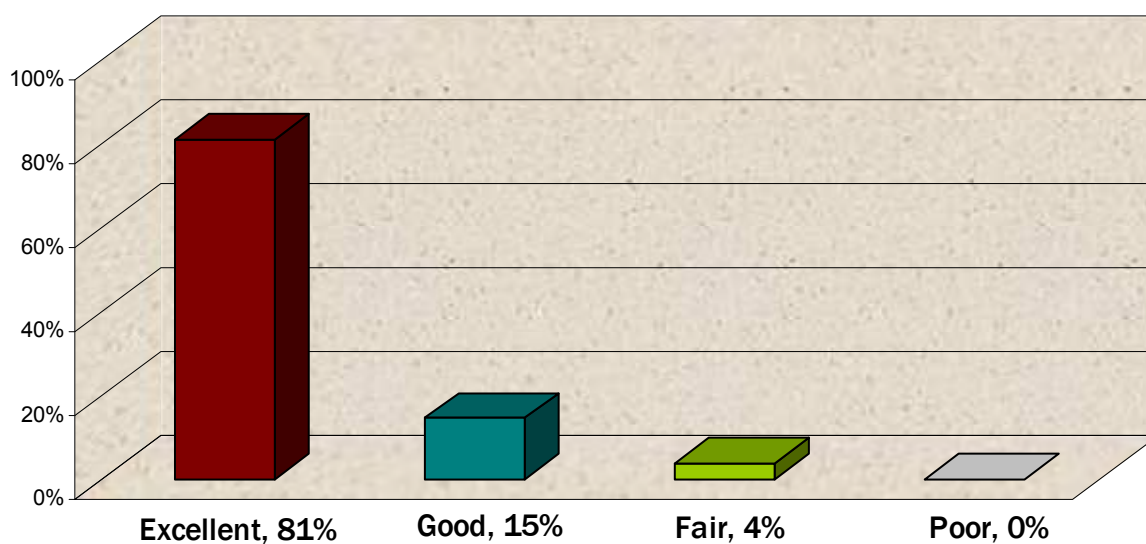
*(Note: Companies could select as many as applicable—results based on raw tallies)*

- |   |   |
|---|---|
| 1. Improve productivity                     | 6. Improve worker attitude/morale                 |
| 2. Improve quality                          | 7. Decrease downtime                              |
| 3. Introduction of new technology/equipment | 8. Decrease employee turnover                     |
| 4. Introduction of new product/process      | 9. Company expansion or startup                   |
| 5. Reduce scrap                             | 10. Receive a quality rating (ISO, QS, Six Sigma) |
|   | 11. Other   |

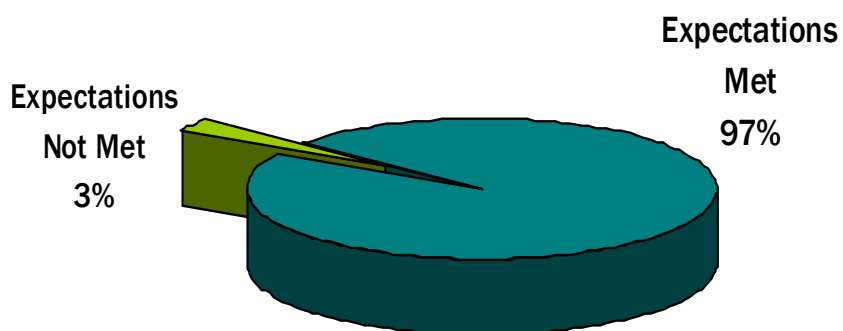


## Customer Satisfaction

### Overall Satisfaction with Local Training Coordinators

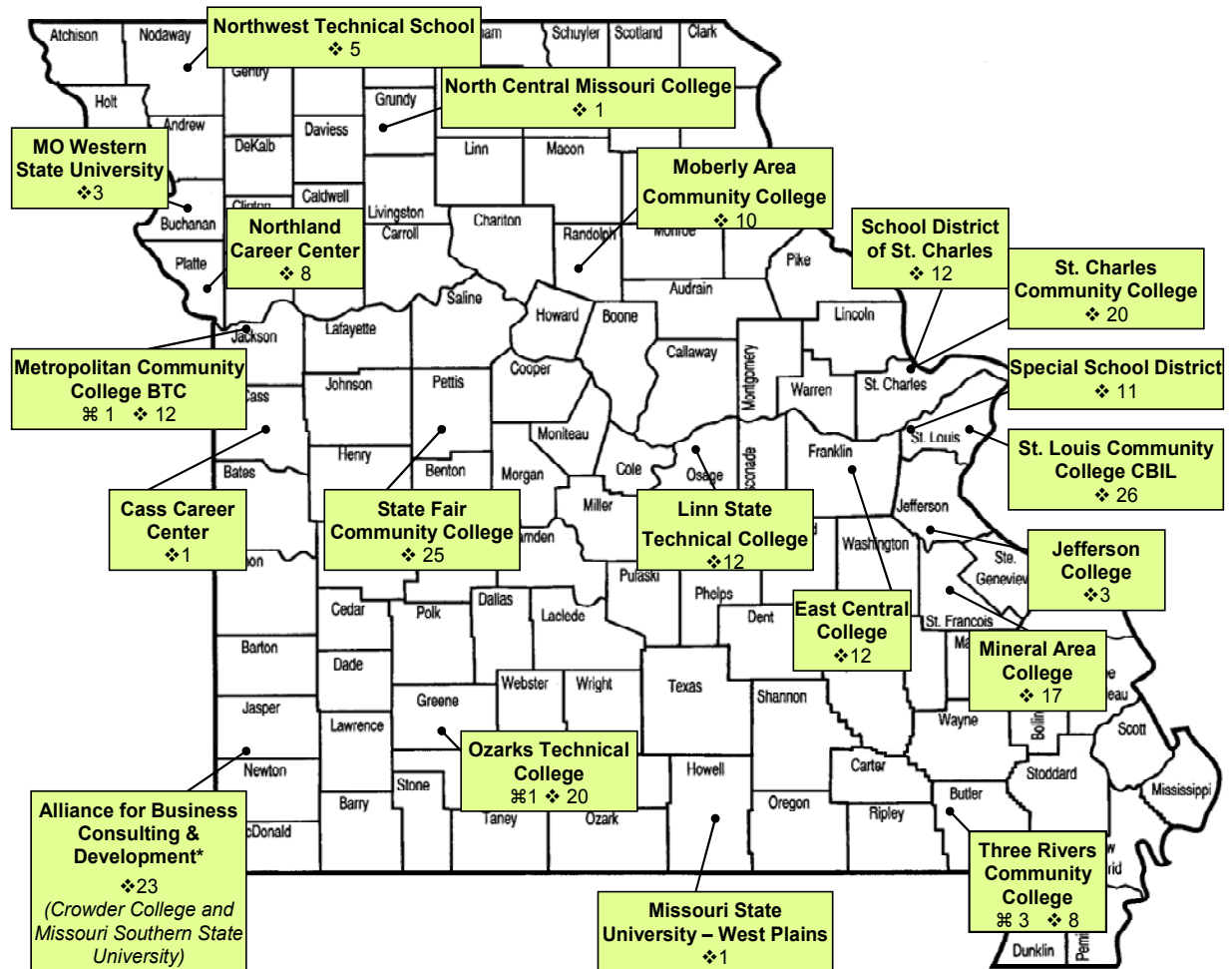


### Training Satisfaction



# Local Service Providers

## DWD Funded Missouri Customized Training Projects by FY'08 Participating Local Education Agency (LEA)



⌘ = Training Consortia

❖ = Companies

*"Our project manager at the Center for Business, Industry, and Labor, at St. Louis Community College has always been very supportive and helpful with all questions. The process is a lot smoother with their assistance."*

Kiz Cowick, PHR, Human Resources Manager, Midwest Aviation Center

## Local Service Providers

Training projects for Missouri companies are operated locally by a community college or area career school. DWD partners with Missouri's educational system to provide companies a local contact with a real interest in that area's workforce, as well as access to a variety of training resources and connections.

Missouri has 57 area career schools, 12 community colleges, one state technical college and three four-year colleges who can locally administer the Missouri Job Development Fund.

In addition to local administration of the program, many of these educational institutions are equipped to provide a variety of specialized training to meet the demands of today's constantly changing business environment.



*"Linn State Technical College is awesome to work with—they make the application process and required paperwork simple to complete. In addition, their personnel are very knowledgeable and helpful with the entire process."*

Judy Burkemper, PHR, Human Resources Manager  
Gates Corporation - Columbia

## Local Service Providers

**Claude Howard**

Alliance for Business Consulting  
& Development  
Webb City, Missouri  
417/673-9301

**Gil Kennon**

Mineral Area College  
Park Hills, Missouri  
573/518-2127

**Amanda Sizemore**

St. Charles Community College  
Cottleville, Missouri  
636/922-8388

**Shane Thudium**

Brookfield Area Career Center  
Brookfield, Missouri  
660/258-2682

**Harriett Feltzer**

Missouri State University  
West Plains, Missouri  
417/255-7248

**Don Robison**

St. Louis Community College  
St. Louis, Missouri  
314/539-5305

**Gina Smith**

Cass Career Center  
Harrisonville, Missouri  
816/380-3253

**Peggy Ellis**

Missouri Western State University  
St. Joseph, Missouri  
816/271-4100

**Cheryl Graber**

School District of the City of St. Charles  
St. Charles, Missouri  
636/443-4020

**Don Bertram**

East Central College  
Union, Missouri  
636/583-5195

**Terry Hughes**

Moberly Area Community College  
Moberly, Missouri  
660/263-4110

**Jeff Ferguson**

Special School District  
Sunset Hills, Missouri  
314/989-7580

**Donald Roberts**

Excelsior Springs Area Career Center  
Excelsior Springs, Missouri  
816/630-9200

**Jamie Hooyman**

North Central Missouri College  
Trenton, Missouri  
660/359-3948

**Brenda Bryan**

State Fair Community College  
Sedalia, Missouri  
660/596-7350

**Bryan Herrick**

Jefferson College  
Hillsboro, Missouri  
636/942-3000

**Dee Moore**

Northland Career Center  
Platte City, Missouri  
816/858-5505

**Bud Joyner**

Three Rivers Community College  
Poplar Bluff, Missouri  
573/840-9682

**Shelle Jacobs**

Linn State Technical College  
Linn, Missouri  
573/897-5257

**Lori Tally**

Northwest Technical School  
Maryville, Missouri  
660/562-4181

**Andrew Filla**

MCC Business & Technology College  
Kansas City, Missouri  
816/482-5200

**Phil Davis**

Ozarks Technical Community College  
Springfield, Missouri  
417/447-8902

## Participating Businesses

3M Columbia  
*Columbia, Springfield*

A. Zahner Company  
*Kansas City*

ABB, Inc.  
*Jefferson City, St. Louis*

Able Manufacturing & Assembly, LLC  
*Joplin*

ABM Manufacturing  
*Sedalia*

Ace Manufacturing & Parts Company  
*Sullivan*

Alcan Cable  
*Sedalia*

Alcan Packaging, Inc.  
*Joplin*

Amalfi Group, Inc.  
*Lake Ozark*

American Family Mutual Insurance  
*Creve Coeur*

American Foodservice  
*Lee's Summit*

American Railcar Industries  
*Jackson, St. Charles*

Analytical Bio-Chemistry Laboratories  
*Columbia*

Anheuser-Busch Companies, Inc.  
*St. Louis*

ArvinMeritor  
*Dexter*

Aviation Fabricators  
*Clinton*

Baldor Electric Company  
*St. Louis*

Bayer CropScience  
*Kansas City*

BCP Ingredients, Inc.  
*Verona*

Best Brands  
*Sedalia*

Big River Telephone Company  
*Cape Girardeau*

Billy Goat Industries  
*Lee's Summit*

Bodine Aluminum, Inc.  
*Troy*

Boeing Integrated Defense Systems  
*St. Louis*

Bomag Paving Products  
*Warrensburg*

Brewer's Ice Company  
*Eminence*

Brunson Instrument Company  
*Kansas City*

Bunge North America, Inc.  
*St. Louis*

Buzzi Unicem USA  
*Cape Girardeau, Festus*

Cambridge Engineering, Inc.  
*Chesterfield*

## Participating Businesses

Carden Machine Shop, Inc.  
*Sullivan*

Cardinal Brands, Inc.  
*Independence*

Centene Management Corporation  
*Farmington*

Central Power Systems & Services, Inc.  
*Liberty*

Central States Industrial Equipment & Service, Inc.  
*Springfield*

Chest, LLC  
*Washington*

Cliffstar Corporation  
*Joplin*

Commander Premier Aircraft  
*Cape Girardeau*

Commercial Envelope Manufacturing  
*Kirksville*

Component Bar Products  
*O'Fallon*

Computerized Medical Systems, Inc.  
*St. Louis*

Continental Cement Company, LLC  
*Hannibal*

Copeland Corporation  
*Ava*

Corbitt Manufacturing Company  
*St. Charles*

Cott Beverages  
*Sikeston*

Crane Merchandising Systems  
*Bridgeton*

Cryovac, Inc.  
*St. Joseph*

Custom Powder Systems, LLC  
*Springfield*

Cutting Edge Optronics  
*St. Charles*

Daffron & Associates, Inc.  
*Bowling Green*

Data 2, Inc.  
*St. Peters*

Dawn Food Products  
*Mexico*

DeLong's, Inc.  
*Jefferson City*

Delta Companies, Inc.  
*Cape Girardeau*

Dexter Axle  
*Carrollton*

DRS Marlo Coil  
*High Ridge*

Duke Manufacturing Company  
*Sedalia*

Dynatek Dalta Scientific Instruments  
*Galena*

EaglePicher Energetic Devices  
*Seneca*

EaglePicher, Inc.  
*Joplin (3 Sites)*



## Participating Businesses

Economy Products  
*Macon*

Edmonds Dental Prosthetics, Inc.  
*Springfield*

EFCO Corporation  
*Monett*

Elite Tool and Machinery System  
*O'Fallon*

Eminence Manufacturing, Inc.  
*Eminence*

EnerSys, Inc.  
*Warrensburg*

Envision Tech  
*St. Joseph*

Findlay Industries  
*Chesterfield*

FKI Logistex, Inc.  
*St. Peters*

Ford Motor Company  
*Claycomo*

Fortner Graphic Solutions, Inc.  
*Nevada*

Frederick Manufacturing  
*Kansas City*

Gamma Healthcare  
*Poplar Bluff*

Gardner Denver  
*Sedalia*

Gates Corporation  
*Columbia, Versailles*

GE Motors by Regal Beloit  
*Springfield*

General Mills Operation, Inc.  
*Hannibal, Joplin, Kansas City*

GlaxoSmithKline  
*St. Louis*

Golden Triangle Energy, LLC  
*Craig*

Good Earth Tools, Inc.  
*Crystal City*

Growth Industries  
*Grandview*

GSI Engine Management Group  
*St. Louis*

Harleman Manufacturing, LLC  
*El Dorado Springs*

Hellebusch Tool & Die, Inc.  
*Washington*

Hemco Corporation  
*Independence*

Henniges Automotive Sealing Systems, Inc.  
*New Haven*

Hermann Oak Leather Company  
*St. Louis*

Holland 1916, Inc.  
*North Kansas City*

Husky Corporation  
*Pacific*

Hy-C Company  
*St. Louis*

## Participating Businesses

Independent Stave Company  
*Lebanon*

Industrial Spring Corporation  
*Riverside*

Integram - St. Louis Seating  
*Pacific*

Intier Automotive Seating  
*Excelsior Springs*

IVX Animal Health  
*St. Joseph*

Jack Henry & Associates, Inc.  
*Monett, Springfield*

Jarden Plastic Solutions  
*Springfield*

Johnson Controls, Inc.  
*Jefferson City*

Kawasaki Motors Manufacturing Corporation, USA  
*Maryville*

Killark  
*St. Louis*

King Harbor, Inc.  
*St. Charles*

Kingsford Manufacturing  
*Belle*

Kitco, Inc.  
*Warrensburg*

Knappco Corporation  
*Riverside*

Kraft Foods, Inc.  
*Columbia, Springfield*

LaBarge Products, Inc.  
*St. Louis*

Labconco Corporation  
*Kansas City*

Laclede Chain Manufacturing Company  
*Maryville*

Lear Corporation  
*Wentzville*

Leggett & Platt Branch One  
*Carthage*

Leggett & Platt Machine Products  
*Carthage*

Leonard's Metal, Inc.  
*St. Charles*

LMP Steel & Wire  
*Maryville*

Lunar Tool LLC  
*St. Louis*

Marquette Tool & Die Company  
*St. Louis*

Mars Pet Care US  
*Joplin*

MEMC Electronic Materials, Inc.  
*St. Peters*

MemoryBook Acquisition, LLC  
*Sedalia*

Mid America Precision Products  
*Joplin*

Midcon Cables Company, LLC  
*Joplin*

## Participating Businesses

Midwest Aviation Center  
*Chesterfield*

Midwest Data Center  
*Rock Port*

Midwest Metalcraft and Equipment  
*Windsor*

Milbank Manufacturing Company  
*Kansas City*

Millipore Corporation  
*St. Charles*

Mississippi Lime Company  
*Ste. Genevieve*

MOCAP, Inc.  
*Park Hills*

Modern Litho-Print Company  
*Jefferson City*

Modine Manufacturing Company  
*Joplin, Trenton*

Monett Metals, Inc.  
*Monett*

Most, Inc.  
*Troy*

New Florence Wood Products  
*New Florence*

Nike IHM, Inc.  
*St. Charles*

Noranda Aluminum  
*New Madrid*

NorthStar Battery Company  
*Springfield*

O'Fallon Casting LLC  
*O'Fallon*

Oldcastle Glass, Inc.  
*Warrenton*

Orscheln Products  
*Moberly (2 Sites)*

Ovid Bell Press, Inc.  
*Fulton*

Pace Industries, Inc.  
*Monroe City*

Parker Hannifin Corporation  
*Kennett*

Par-Way Tryson Company  
*St. Clair*

Patriot Machine, Inc.  
*St. Charles*

Paul Mueller Company  
*Springfield*

Paulo Products Company  
*St. Louis*

Pavestone Company, LP  
*Lee's Summit, Scott City*

Pepco, Inc.  
*Moberly*

PepsiAmericas, Inc.  
*St. Louis*

Phoenix Manufacturing, Inc.  
*Cole Camp, Glasgow*

PlayPower LT Farmington, Inc.  
*Farmington*

## Participating Businesses

Plaze, Inc.  
*St. Clair*

PM Resources, Inc.  
*Bridgeton*

Polar Tank Trailers  
*Springfield*

Polster Tool Engineering, Inc.  
*St. Louis*

Precise Mold and Engineering  
*Valley Park*

Precision Aero Services  
*Nevada*

Pretium Packaging, LLC  
*St. Charles*

Procter and Gamble Manufacturing Company  
*St. Louis*

ProEnergy Services  
*Sedalia*

Protein Solutions, LLC  
*Joplin*

Quaker Oats  
*Columbia*

R & D Tool and Engineering Company  
*Lee's Summit*

Rawlings Sporting Goods Company  
*St. Louis*

Reckitt Benckiser  
*Springfield, St. Peters*

Regal Beloit Corporation  
*Lebanon*

Regal-Beloit Electric Motors Group  
*West Plains*

Royal Canin USA, Inc.  
*Rolla*

Rubbermaid  
*Jackson*

RX Systems, Inc.  
*St. Charles*

Sabreliner Corporation  
*Perry*

SantoLubes, LLC  
*St. Charles*

Schaefer's Electrical Enclosures, Inc.  
*Advance*

Schreiber Foods, Inc.  
*Monett, Mount Vernon*

Schreiber Foods, Inc. Capri  
*Clinton*

Schreiber Foods, Inc. DDN  
*Clinton*

SEMO Milling, LLC  
*Scott City*

Shapiro Sales Company  
*St. Louis*

Shillington Box Company, LLC  
*St. Louis*

Sierra Bullets, LLC  
*Sedalia*

Sigma-Aldrich  
*St. Louis*

## Participating Businesses

Signature Packaging & Paper, LLC  
*Jackson*

Solae Company  
*St. Louis*

Spartan Light Metal Products  
*Mexico*

SRC Automotive  
*Springfield*

SRC Heavy Duty  
*Springfield*

Stahl Specialty Company  
*Kingsville*

Stork Fabricators, Inc.  
*Washington*

Sunnen Products Company  
*Maplewood*

Sure Seal, Inc.  
*Mineral Point*

Tech Manufacturing, LLC  
*Wright City*

Tetra Pak Materials  
*Sikeston*

TG Missouri Corporation  
*Perryville*

Thermal Engineering International  
*Joplin*

Tool Specialties Company  
*Hazelwood*

Tool Tech, LLC  
*Mexico*

TransChemical, Inc.  
*St. Louis*

Trinity Products, Inc.  
*O'Fallon*

Turflin, Inc.  
*Moscow Mills*

Tuthill Vacuum and Blower Systems  
*Springfield*

Unilever USA  
*Jefferson City*

United States Tape & Label Corporation  
*St. Louis*

Universal Galvanizing, Inc.  
*St. Peters*

Vi-Jon, Inc.  
*St. Louis*

VSM Abrasives Corporation  
*O'Fallon*

Wainwright Industries, Inc.  
*St. Peters*

Watlow Electric Manufacturing Company  
*Hannibal*

Watts Radiant, Inc.  
*Springfield*

Webco, Inc.  
*Springfield*

Weidmann Electrical Technology  
*O'Fallon*

Willerdig Metal Fabrication, Inc.  
*O'Fallon*

## *Participating Businesses*

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Wilson Tool & Die, Inc.  
*St. Charles*

Wireco World Group  
*Chillicothe*

Woodbridge Corporation  
*St. Peters*

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### *Consortiums:*

Bootheel Regional Training Group

Eastern Jackson County Training Consortium

Heart of the Ozarks Training Consortium

Poplar Bluff Training Group

Tracker Marine Training Consortium



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## *Information*

Contact your Local Service Provider (page 16) or the Customized Training Section,  
at the Division of Workforce Development for more information on the Customized Training Program.

### **Missouri Customized Training Program**

Department of Economic Development

Division of Workforce Development

PO Box 1087

Jefferson City, Missouri 65102-1087

Phone: 800/877-8698 FAX: 573/522-9496

e-mail: [wfdcusto@ded.mo.gov](mailto:wfdcusto@ded.mo.gov)

website: [www.ded.mo.gov/wfd](http://www.ded.mo.gov/wfd)

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*Website: [www.ded.mo.gov/wfd](http://www.ded.mo.gov/wfd)*